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Country programme recommendation**

South Africa

Addendum

Summary

The present addendum to the country note submitted to the Executive Board at its first regular session of 2001 contains the final country programme recommendation for Board approval.

It contains a recommendation for funding the country programme of South Africa which has an annual planning level of $1,000,000 or less. The Executive Director *recommends* that the Executive Board approve the amount of $4,459,000 from regular resources, subject to the availability of funds, and $20,165,000 in other resources, subject to the availability of specific-purpose contributions, for the period 2002 to 2006.

* E/ICEF/2001/12.

** The original country note provided only indicative figures for estimated programme cooperation. The figures provided in the present addendum are final and take into account unspent balances of programme cooperation at the end of 2000. They will be contained in the summary of recommendations for regular resources and other resources programmes for 2001 (E/ICEF/2001/P/L.73).

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Basic data[a] *(1999 unless otherwise stated)*	
Child population (millions, under 18 years)	17.5
U5MR (per 1,000 live births) (2000)	70
IMR (per 1,000 live births) (2000)	55
Underweight (% moderate and severe) (1995)	9
Maternal mortality ratio (per 100,000 live births)	. .
Literacy (% male/female) (2000)	86/84
Primary school enrolment (% net, male/female) (1997)	88/86
Primary school children reaching grade 5 (%) (1994)	65
Use of improved drinking water sources (%) (2000)	86
Routine EPI vaccines financed by Government (%)	100
GNP per capita (US$)	3 170
One-year-olds fully immunized against:	
Tuberculosis	97 per cent
Diphtheria/pertussis/tetanus	76 per cent
Measles	82 per cent
Poliomyelitis	72 per cent
Pregnant women immunized against tetanus	50 per cent

[a] Excerpted from the publication "Progress since the World Summit for Children: A statistical review", prepared as a supplement to the Secretary-General's report "We the children: End-decade review of the follow-up to the World Summit for Children" (A/S-27/3), and therefore may differ from data contained in the text of this document.

The situation of children and women

1. The major features of the situation of children and women in the country are essentially as described in the country note presented to the Executive Board at its first regular session in 2001 (E/ICEF/2001/P/L.7). The main characteristic of the programming context in South Africa is the pervading disparities between geographical regions and different social groups. Out of a total child population of 16.6 million in nine provinces, 9 million are living in the three most deprived provinces of Kwa-Zulu Natal, Northern Province and Eastern Cape. The infant mortality rate (IMR) ranges from 61 per 1,000 live births in Eastern Cape, mostly among African children, to as low as 8 in Western Cape; while in the areas of the former homelands, it is as high as 100. Furthermore expanded programme on immunization (EPI) coverage, estimated at over 70 per cent at the national level, is only around 52 per cent in Eastern Cape and as low as 30 per cent in the areas of the former homelands. The quality of primary schools and health centres is substantially lower in rural areas.

Programme cooperation, 1997-2001

2. The 1997-2001 programme of cooperation (E/ICEF/1996/P/L.6/Add.1) promoted the realization of child rights through making democracy work for

children. The programme was "knowledge intensive", consisting of technical support, ongoing policy analysis and review, quality advice and advocacy, rather than direct support to service delivery.

3. A significant achievement was the strengthening of the National Programme of Action (NPA) and its technical working groups. UNICEF participated directly in many of the technical working groups, and provided financial and technical assistance. A component of this assistance was an evaluation of the NPA and its provincial-level structures, which provided specific recommendations for new directions to strengthen and decentralize child rights monitoring and advocacy. UNICEF good practice, both globally and from the country programme, was made accessible through an interactive on-line knowledge management system and has informed the programming. A network of 35 partner libraries and development organizations, and over 400 other organizations, has regularly received hard copy documentation on key topics. A similar knowledge-intensive approach, particularly around HIV/AIDS efforts, was supported.

4. The communications component developed an information and communication strategy informed by the human rights-based approach to programming (HRBAP). It focused on children's participation as an important tool in communicating and claiming their rights. Through technical and small financial support, a range of communication activities culminated in the appointment of a project officer in the Office of the Mayor of Johannesburg to take forward children's participation in the Child-Friendly Cities initiative; the establishment of a National Steering Committee and a Children's Media Council to manage the development of a policy process for children and the media with children; and children's participation in high profile media activities linked to specialized projects such as "Love Life", "Soul Buddyz" and "Project Phakama" initiatives.

5. In health and nutrition, UNICEF provided technical assistance to the development of the National Health Information System Committee and District Health Management Information Systems to build capacity at national and provincial levels. Technical assistance was provided to the Government through the Integrated Management of Childhood Illness (IMCI) strategy to improve the case management skills of health staff, the management and organization of services, and monitoring and evaluation mechanisms. The lactation management training of 206 professionals in all provinces resulted in the declaration of 32 hospitals as being "baby-friendly" within the challenging context of a growing HIV/AIDS epidemic. The National Food Fortification Programme was implemented in partnership with the private sector food industry. As part of its support to hygiene and environmental sanitation, UNICEF raised awareness at the national level on the role of sanitation in development, and helped to build the capacity of Government to plan and manage community-based water and sanitation interventions.

6. Gender awareness and the needs of the girl child were mainstreamed into the programmes of national and provincial departments of education. UNICEF promoted participatory strategic planning and school- and district-level planning. Integrated models of early childhood care and development were tested and disseminated.

7. In the area of child protection, UNICEF provided technical assistance to the South African Law Commission Committee on the Child Care Act. This facilitated meeting the constitutional obligations towards children and harmonizing all relevant

child-care legislation acts. As part of this process, UNICEF worked with the Child Labour Intersectoral Group, chaired by the Department of Labour, to review legislation and monitor systems around child labour violations. UNICEF also supported the South African Human Rights Commission to develop its ombudsperson system and Child Participation Programme, as well as to undertake an inquiry into sexual offences against children.

Lessons learned from past cooperation

8. The lessons learned from past cooperation remain essentially the same as described in the country note. However, since the submission of the country note, some additional observations were made that merit attention. These include the need to: (a) accelerate the pace of decentralization of decisions and resources; (b) advocate for budgetary allocations adequate for implementing development plans; (c) strengthen the monitoring and evaluation capacity at central and provincial levels; (d) support the translation of legislation for child protection into concrete action; (e) redirect the energy and commitment of the anti-apartheid movement towards community development; and (f) better understand the multidimensional and complex nature of the HIV/AIDS problem, in particular its relationship to gender-based violence.

9. The credibility and effectiveness of the United Nations and UNICEF, in particular, must be strengthened. This will require: (a) a focus on a limited number of priorities to avoid the dilution of impact; (b) a greater conformity of procedures among United Nations agencies to allow strengthened collaboration and joint action; (c) a basic minimum level of core resources and funding before advocating for new priorities; and (d) investment in human resources development and continuous upgrading of in-house technical capacity to address emerging priorities. By and large South Africa has sufficient resources to provide adequate direct service delivery. Therefore, the focus of United Nations and UNICEF assistance will be more on improved resource allocation/redistribution and management, and the capacity development of government and civil structures for programme planning and monitoring.

Recommended programme cooperation, 2002-2006

	Estimated annual expenditure (In thousands of United States dollars)					
	2002	*2003*	*2004*	*2005*	*2006*	*Total*
Regular resources						
Social policy and local governance for child rights	249.6	249.6	249.6	249.6	249.6	1 248.0
Basic social services	340.4	340.4	340.4	340.4	340.4	1 702.0
HIV/AIDS prevention and care	24.8	24.8	24.8	24.8	24.8	124.0
Communication and community participation	234.2	234.2	234.2	234.2	234.2	1 171.0
Cross-sectoral costs	42.0	43.0	43.0	43.0	43.0	214.0
Subtotal	**891.0**	**892.0**	**892.0**	**892.0**	**892.0**	**4 459.0**
Other resources						
Social policy and local governance for child rights	341.6	341.6	341.6	341.6	341.6	1 708.0
Basic social services	2 533.8	2 533.8	2 533.8	2 533.8	2 533.8	12 669.0
HIV/AIDS prevention and care	880.0	880.0	880.0	880.0	880.0	4 400.0
Communication and community participation	277.6	277.6	277.6	277.6	277.6	1 388.0
Subtotal	**4 033.0**	**4 033.0**	**4 033.0**	**4 033.0**	**4 033.0**	**20 165.0**
Total	**4 924.0**	**4 925.0**	**4925.0**	**4925.0**	**4925.0**	**24 634.0**

Country programme preparation process

10. An essential component of the United Nations Development Assistance Framework (UNDAF) process, the joint mid-term review (MTR) played a major role in establishing priorities for the new country programme. Final development of the programme required subsequent consultations with the Office on the Rights of the Child, government counterparts at national and provincial levels, child rights non-governmental organizations (NGOs), the donor community and other United Nations agencies. It was agreed that a full situation assessment and analysis were unnecessary, as sufficient information was available. The primary sources were the United Nations Common Country Assessment (1999), the President's report on the "State of the Nation's Children 2000" and the end- decade review report.

11. As part of the consultation process, provincial situation assessment and analysis workshops were held in six out of nine provinces using the principles of HRBAP. This was followed by a strategy meeting in October 2000, with representation from national, provincial and local governments, the NPA Steering Committee, the donor community and NGOs, where the country note and strategy

paper were endorsed and finalized. A series of consultative workshops were held in the three focus provinces of Kwa-Zulu Natal, Northern Province and Eastern Cape, where more detailed objectives were identified.

Country programme goals and objectives

12. The goals of the country programme are to: (a) contribute to the fulfilment of children's and women's rights, with an emphasis on the principles of universality and non-discrimination, through support to the NPA processes, local government and community structures; (b) support national efforts to reduce the magnitude and impact of the HIV/AIDS epidemic; and (c) support learning processes and the application of knowledge by all duty bearers and rights holders for the realization of children's and women's rights.

13. The country programme strives to support the progressive realization of the rights of women and children. To this end, the overall programme strategy is firmly anchored in the HRBAP. UNICEF will continue to facilitate constructive planning and service delivery between duty bearers and rights holders. The essential substance of such an approach will be the strengthening of capacities of duty bearers in fulfilling their obligations towards the right holders on the one hand, and enhancing the participation of rights holders in the realization of their rights on the other. The inequity in access of children and their caretakers to basic social services of adequate quality constitutes one of the major barriers to the fulfilment of child rights that UNICEF will address. The rights of children are also conditioned by the HIV/AIDS epidemic, which has placed severe strains on the social safety net and multiplied the number of children in need of special protection, especially with regard to those orphaned or otherwise affected by HIV/AIDS. Consequently, all programmes will commit approximately 50 per cent of human and financial resources to addressing the HIV/AIDS epidemic.

Relation to national and international priorities

14. The rights of children in South Africa derive from international conventions, the South African Constitution and South African laws. South Africa has ratified the Convention on the Rights of the Child and the Convention on the Elimination of All Forms of Discrimination against Women. The Government has also ratified the African Charter on the Rights and Welfare of the Child, which reflects African cultural concerns and addresses certain rights and responsibilities of children not previously addressed by the Convention on the Rights of the Child.

15. The proposed country programme supports national policies such as Integrated Sustainable Rural Development (ISRD), the Tirisano Call to Action, the Health Sector Strategic Framework, and the HIV/AIDS and STD [Sexually Transmitted Disease] Strategic Plan for South Africa. The goal of UNDAF to achieve a higher state of human rights, encompassing sustained levels of human development to alleviate poverty and inequality as well as to reduce the impact and spread of HIV/AIDS, is also consistent with government strategic thinking.

16. Government policies as well as the proposed country programme reflect global UNICEF medium-term strategic priorities. Particular efforts will be made to address

UNICEF priorities in Eastern and Southern Africa, particularly HIV/AIDS, girls' education and child protection.

Programme strategy

17. The four programme areas within the country programme are: (a) social policy and local governance for child rights; (b) basic social services; (c) HIV/AIDS prevention and care; and (d) communication and community participation. Each programme area will address specific child protection and HIV prevention interventions within its respective sector. The many child protection issues that transcend sectoral boundaries are addressed by specific activities within the social policy and local governance for child rights programme. Cross-sectoral efforts to strengthen the provincial programmes of action and local programmes of action are also intended to develop local capacity to advocate for and monitor the rights of children, especially those in need of special protection. A Knowledge Resource Service will actively support documentation and dissemination of lessons learned through field experiences for advocacy and support of child rights.

18. **Social policy and local governance for child rights**. The objective of this programme is to contribute to the progressive realization of children's rights through policy development and strengthening of implementation and monitoring mechanisms at all levels of society, with special emphasis on children in need of special protection. The programme will support national-, provincial- and local-level structures in reviewing and developing policies, plans and programmes. In this process, emphasis will be on enhancing the participation of children and communities within the context of HRBAP. The programme will facilitate the decentralization process of the NPA, strengthening effective intersectoral coordination, and monitoring mechanisms and information systems for children's rights.

19. The specific strategies entail: supporting child rights-based reviews of national, provincial and local legislation, in close consultation with community-level structures; supporting the review of relevant policies to integrate measures for the protection of vulnerable children; reviewing resource allocations of line departments to ensure that they reflect the best interest of children; enhancing partnerships and strengthening collaboration with NGOs/community-based organizations (CBOs), civil society and the private sector; and developing information systems for monitoring child rights indicators, with emphasis on community and child participation.

20. The expected results of the programme will include: (a) compliance of principal policy documents and legislation regarding all aspects of child rights with the South Africa Constitution and international standards; (b) the prioritization of resource/budgetary allocations for children; (c) strengthened and developed programme plans of action for children at provincial and district/municipality levels; (d) increased coordination between sectors and strengthened links between different levels of government structures for policy implementation; and (e) improved national and provincial information systems for monitoring child rights, with enhanced participation of children and communities.

21. **Basic social services**. The objective of this programme is to support the delivery of quality basic services in an integrated and sustainable manner. This

includes universal access and improved planning and delivery of primary health care, improved nutritional status of children and lactating mothers, equitable access to quality primary education, and sustainable early childhood development (ECD) programmes.

22. The strategies and activities will support improved planning and delivery through capacity development of health, education and ECD practitioners. Strengthening community-based systems that support and monitor the development of children through the progressive realization of their rights will be a major focus. Greater emphasis will be placed on developing the capacity of duty bearers, caregivers, communities and children. Management and government structures will also be strengthened, especially with regard to the capacity to gather and analyse information in support of the realization of the rights of children to basic social services. UNICEF will also support the documentation, evaluation and dissemination of promising initiatives within South Africa and the region.

23. The expected results for the programme include: (a) improved quality of care for children in health and nutrition at household and facility levels; (b) reduction in malnutrition of children under five years old; (c) equitable access to quality educational and health services; (d) increased EPI coverage through IMCI; (e) increased children's participation in planning and implementation of efforts to improve their health, nutritional and educational status; (f) strengthened local management and community participation in basic social service delivery; and (g) increase in community initiatives to provide sustainable opportunities for the care, survival, growth and development of children from birth to nine years of age.

24. **HIV/AIDS prevention and care**. The objective of this programme is to support South African efforts to prevent HIV transmission to infants, reduce HIV infection among children (0-18 years old), and improve care and support for mothers and children infected and affected by HIV/AIDS. The programme will focus on the prevention of mother-to-child transmission of HIV; the prevention of HIV infection among children and adolescents; and reducing the vulnerability of orphans and other children in need of special protection.

25. Within a multisectoral approach, the programme will strive to gain a better understanding of sexual attitudes and behaviours of adolescents and young people, and to increase access to and use of health and social services in rural and peri-urban areas, especially among couples and vulnerable children.

26. Advocacy, social mobilization and communication strategies will aims to achieve the following results: policies formulated and implemented; reduced stigma associated with HIV/AIDS; improved capacity of service providers and caregivers; increased participation of children and young people in practising life and survival skills; reduced numbers of infected children; and management information systems that support sustainable actions. There will be increased access to quality services in community centres, clinics and schools. Qualitative and quantitative baseline data will form the basis to measure the impact of the interventions.

27. **Communication and community participation**. This programme aims to: (a) provide support to the NPA objectives and strengthen accompanying processes; (b) identify the communication and information gaps that hinder the promotion and application of knowledge for the realization of child rights; and (c) support the

relevant duty bearers to address the gaps, with specific attention to vulnerable children.

28. The key strategic focus for the programme will be on developing community and local government capacity for supporting the participation of children and young people in reviewing, developing and accessing communication structures and channels for effective information delivery, knowledge development and child rights monitoring. Partnership development and networking will be an important complementary strategy since community communication and information systems alone are not enough to ensure the realization of rights. The challenge will be to link community systems to those located at all levels of Government, civil society and the private sector so that communication loops or channels are formed with systems "speaking" to each other. Supporting strategies will include alternative methods of communication.

29. The programme is expected to produce the following results: enhanced advocacy for the development of at least three local/municipal plans of action, with an emphasis on improving communication and information strategies for child-friendly communities; strengthened community capacity development for children and young people's participation; improved policy development, legislative reviews and their implementation, with a focus on communication, information and media aspects; and an enhanced community-based advocacy approach with children for increased documentation of experiences, processes and products through the arts, culture and media regarding child rights and the impact of HIV/AIDS.

30. **Cross-sectoral costs** will cover technical support for documentation and the dissemination of lessons learned through field experiences in programme implementation.

Monitoring and evaluation

31. To ensure a comprehensive and systematic framework for programme monitoring and evaluation, an Integrated Research, Monitoring and Evaluation Plan has been developed. The country programme plan consists of three basic components: (a) research and development of information systems related to child rights indicators and the overall country programming environment; (b) programmatic evaluations; and (c) monitoring of programme implementation and linked programme management processes.

32. Research will focus on policy and legislation review for child rights, analysis of the impact of poverty on children, and review of social security systems and safety nets for children in need of special protection. Special emphasis will be on studies related to children affected by HIV/AIDS and related policy development and implementation. All research results on child rights indicators will be integrated in the update of the President's report on the "State of the Nation's Children", the report on the implementation of the Convention on the Rights of the Child, as well as the mid-decade evaluation on the priorities for children as outlined in the General Assembly Special Session on Children draft outcome document.

33. Some of the key standard indicators that will help to guide the programme include IMR, the under-five mortality rate, HIV/AIDS prevalence rates among children and youth, the number of children orphaned by AIDS, malnutrition rates of

children under five years old and the percentage of school-age children with access to quality primary education. In addition, for child protection issues, it will be particularly relevant to monitor the number of children registered at birth, cases of child abuse and children in prisons awaiting trial. Other indicators for monitoring the realization of child rights have been developed as part of the monitoring and evaluation framework for the NPA. ChildInfo will be used as the principal database at national and provincial levels for updating statistics on the above indicators.

34. Main aspects of the country programme will be evaluated in terms of their effectiveness and impact on reaching the programme objectives. Some of the critical indicators that will be the focus of evaluations are linked to the following: the degree of community and child participation in areas of country programme intervention and child rights monitoring; the success in addressing policy and legislation gaps regarding child protection issues; the impact of the country programme on strengthening capacities of local government for basic social service delivery; and the degree of programme impact on the improvement of services for children affected by HIV/AIDS and other children in need of special protection. The results of the evaluative activities will be discussed with all partners and translated into concrete recommendations during the MTR and the end-cycle evaluation of the country programme.

35. Monitoring of programme implementation will be undertaken jointly with all concerned partners through programme and project review meetings, field observation visits and project progress reports. As part of the UNDAF process, other United Nations agencies will be continuously informed and consulted on all aspects of programme development and implementation through various mechanisms of joint review and monitoring.

Collaboration with partners

36. The focus with partners has been to strengthen the process of decentralization and to link national policy development with delivery at provincial and local levels. The key partners remain the Office on the Rights of the Child, the NPA Steering Committee, and the Provincial Programme of Action Steering Committees. UNICEF will also strive to establish and develop links and partnerships with district- and municipal-level structures, especially through the development of the local programmes of actions for children. Support will be provided to activities that enhance community participation in local development.

37. The capacity of duty bearers such as NGOs/CBOs and other civil society organizations (CSOs) working on children's rights will be strengthened. As a knowledge-intensive programme, partnerships with academic, training and research institutions will be further developed.

38. UNICEF will continue to advocate and encourage private sector involvement in child rights initiatives in South Africa. Principal UNICEF efforts with the private sector in South Africa will be on encouragement and support for private sector partnerships supporting child rights. The leverage of the UNICEF procurement centre (more than $11 million in 2000) will also be used to influence the private sector in South Africa through encouraging child-friendly business practices such as the provision of quality day care, the renunciation of child labour, the elimination of gender and race discrimination, and other positive changes.

39. UNICEF South Africa will continue to pursue close relationships with bilateral donors such as the Governments of Norway, Switzerland, Italy, Canada, the United States, the United Kingdom, Sweden and the Netherlands, and the National Committees of the United Kingdom, the United States and Germany. The office will further endeavour, jointly with the Government and other partners, to expand direct contacts at country and international levels with other National Committees and bilateral donors.

40. Partnerships with other United Nations agencies will be strengthened within the context of UNDAF. Mechanisms for collaboration within the United Nations system include the activities of theme groups on HIV/AIDS, ISRD and regional integration, as well as joint programmatic review meetings such as the MTR and United Nations review retreats.

Programme management

41. The Office on the Rights of the Child in the Presidency and UNICEF are responsible for ensuring overall programme coordination, implementation and monitoring and evaluation of the country programme. Responsibilities for management and implementation of particular programmes, projects and activities rest with the concerned government departments, NGOs and other partners with whom UNICEF, for this purpose, will have specific agreements.

42. In the three focus provinces, the main coordinating and monitoring body will be the Provincial Programmes of Action Steering Committees. Jointly with UNICEF, provincial line departments, NGOs, CBOs, CSOs and representatives of local government, the Steering Committees will conduct quarterly reviews of the implementation of provincial programmes of operation.

43. To support fund-raising efforts, the country programme will be promoted through a portfolio of project proposals, a series of communication materials as well as through frequent visits of bilateral donor representatives to project sites. A task force will be established to develop a fund-raising strategy and work plan. The office has also requested the creation of the post of fund-raising officer, which would lead fund-raising efforts. Mobilizing and leveraging resources from the private sector will be explored and acted upon.

TABLE

COUNTRY : SOUTH AFRICA
PROGRAME : 2002-2006

LINKAGE OF PROGRAMME BUDGET AND STAFFING/STAFF COSTS

PROGRAMME SECTION/AREAS AND FUNDING SOURCE	PROGRAMME BUDGET			POSTS a/										STAFF COSTS b/		
	RR	OR	TOTAL	D2/L7	D1/L6	P/L5	P/L4	P/L3	P/L2	IP	NP	GS	TOTAL	IP	LOCAL	TOTAL
REGULAR RESOURCES :																
			0	0	0	0	1	0	0	1	0	0	1	762,878	0	762,878
BASIC SOCIAL SERVICES	1,702,000		1,702,000	0	0	0	1	0	0	1	1	5	7	762,878	568,603	1,331,481
HIV/ AIDS PREVENTION AND CARE	124,000		124,000	0	0	0	0	0	0	0	0	1	1	0	44,956	44,956
COMMUNICATION/COMMUNITY PARTICIP	1,171,000		1,171,000	0	0	0	1	0	0	1	0	2	3	872,547	156,621	1,029,168
SOC POL/ LOC GOV FOR CHLD RIGHTS	1,247,963		1,247,963	0	0	0	1	0	0	1	1	0	2	872,547	252,477	1,125,024
CROSS-SECTORAL COSTS	214,037		214,037	0	0	0	0	0	0	0	1	0	1	0	214,037	214,037
TOTAL RR	4,459,000		4,459,000	0	0	0	4	0	0	4	3	8	15	3,270,850	1,236,694	4,507,544
OTHER RESOURCES :																
BASIC SOCIAL SERVICES		12,669,000	12,669,000	0	0	0	1	0	0	1	2	0	3	762,878	428,074	1,190,952
HIV/ AIDS PREVENTION AND CARE		4,400,000	4,400,000	0	0	0	1	0	0	1	1	1	3	762,878	285,417	1,048,295
COMMUNICATION/COMMUNITY PARTICIP		1,388,000	1,388,000	0	0	0	0	0	0	0	1	0	1	0	214,037	214,037
SOC POL/ LOC GOV FOR CHLD RIGHTS		1,708,000	1,708,000	0	0	0	0	1	0	1	0	1	2	637,100	71,380	708,480
TOTAL OR		20,165,000	20,165,000	0	0	0	2	1	0	3	4	2	9	2,162,856	998,908	3,161,764
TOTAL RR & OR	4,459,000	20,165,000	24,624,000	0	0	0	6	1	0	7	7	10	24	5,433,706	2,235,602	7,669,308
SUPPORT BUDGET	Operating costs		1,135,445													
	Staffing			0	0	1	2	0	0	3	5	9	17	2,398,303	1,703,216	4,101,519
GRAND TOTAL (RR + OR + SB)				0	0	1	8	1	0	10	12	19	41	7,832,009	3,938,818	11,770,827
Number of posts and staff costs:																
Current programme cycle										9	11	17	17			
At the end of proposed programme cycle (indicative only)										10	12	19	41	7,832,009	3,938,818	11,770,827

RR = regular resources.
OR = other resources.
IP = international Professional.
NP = national Professional.
GS = General Service.
SB = support budget.

a/ Each post, regardless of its funding source, supports the country programme as a whole.
b/ Excludes temporary assistance and overtime.